the initiatives being proposed. If it will be necessary for your company to acquire additional or specialized equipment and/or staff for the purposes of this initiative, provide the costs and timeframe associated with this effort.

- c. Include a process map and/or flow chart of system operation; description of data elements; description and specification of the software to be used; and specifications for all equipment devices (input scanner, storage device, etc.).
- 5. Describe the specific Form I–9 data which will be capture electronically; where and how it will be stored; procedures for ensuring the integrity of the database; where and how data will be output; what the methods and timeframes will be for electronic record retention and disposal; and what, if any, hardcopy versions of the Form I–9 will be used in the process. If electronic signatures are a component of the proposal, describe how the electronic signature will be linked to a physical signature by the same individual (refer to Section II. Project Restrictions, above).
- 6. Explain plans for internal assessment of the project's performance throughout the demonstration period.
- D. If any provisions of the current regulations will need to be waived for purposes of the demonstration, describe these and also explain how your proposed process would achieve the same purpose as the existing regulations.
- E. Describe the electronic access which will be available if your company is proposing to digitally store data.
- F. Identify accompanying recordkeeping procedures which would allow the Government to verify the signature and date of the form's preparation, revision, and/or updating.
- G. Provide a brief analysis of the cost and benefits associated with the electronic Form I–9 process being proposed.

IV. Criteria to be Used to Evaluate Applications

A. Eligibility under the requirements set forth in Item I of this notice (10 percent):

B. Comprehensiveness and quality of the application, particularly with respect to the integrity of the verification process and the security of the proposed system (22 percent):

C. Likelihood of the system to gain widespread adoption and acceptance, as reflected in the technology, start-up costs, and cost-benefit analysis (20 percent);

D. Likelihood of the system to facilitate compliance with the verification process and to permit the Government to independently review the employer's compliance with the law, as reflected in the proposed audit trail and methods of providing Government access (22 percent);

E. The company's ability, as described in the application, to: ensure that all activities described in its plan are performed in accordance with the applicant's proposal, be able to implement its proposal within 3 months of approval, and commit to at least 24 months participation in the project (10 percent):

F. The number of new hires/ verification transactions per year (3 percent);

G. Achievement of a mix of technologies and procedures (10 percent); and

H. In the event the Service receives a number of equally qualified applications, preference may be given based upon the date the application was received (3 percent).

An applicant's failure to adequately address evaluation criteria A–F may result in denial of the application.

The final review panel will be composed of no fewer than five members with experience in information systems, forensic document examinations, investigations, and legal compliance. They will recommend, to the Commissioner of the Immigration

and Naturalization Service (Commissioner), no more than 20 applicants for participation in the demonstration project. The final decision will be made by the Commissioner. Applications which are not approved for this demonstration project will be retained for possible future consideration.

The Service will endeavor to complete the evaluation process and make final participant selections within 3 months following the close of the application period. Participants will be required to enter into a Memorandum of Understanding with the Service. All participants in the demonstration project will be advised that their involvement in the project will not preclude the Government from conducting compliance audits and any other enforcement actions.

OMB Reporting Burden

The public reporting burden for this collection of information is estimated to be 23 hours, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collections of information. Please send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Immigration and Naturalization Service, 425 I Street, NW, HQPDI, Room 5307, Washington, DC 20536. These requirements have been approved by the Office of Management and Budget under the provisions of the Paperwork Reduction Act, and are recorded as OMB Control Number 1115-0198, with an expiration date of 9-30-98.

Dated: November 22, 1995.

Doris Meissner,

Commissioner, Immigration and Naturalization Service.

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